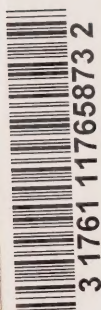


General publications
-27

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Racial




understanding

a Catalogue of Material on...

RACIAL DISCRIMINATION

Department of Labour



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CANADA

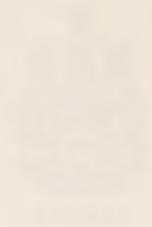
CANADA today is highly regarded by many nations for both her attitude and her endeavours in maintaining racial and religious tolerance.

While this, of course, must be a source of pride and satisfaction to all Canadians, I think it essential that we must realize that there is still much that can be done, and much that can be learned, in this area of human relations.

The Department of Labour has many functions, not the least of which is the administration of the Canada Fair Employment Practices Act. This important legislation was designed to help combat discrimination in employment because of race, national origin, colour or religion. Since the passing of the Act in 1953, the Department has carried on an educational program to make its provisions more widely-known and to create greater understanding of racial equality.

It is my sincere hope that this publication will be of value to the many Canadian organizations and individuals who are engaged in promoting greater racial understanding and eliminating discriminatory employment practices.

Minister of Labour



ROGER DUHAMEL, F.R.S.C.
QUEEN'S PRINTER AND CONTROLLER OF STATIONERY
OTTAWA, 1962
Cat. No. L33-1962

Canada Fair Employment Practices Act

The purpose of the Act, which came into effect in July, 1953 is to protect workers against discrimination in employment and in trade union membership on the grounds of race, religion, colour or national origin.

The Act applies to employment, employers and employees in operations defined as "Federal works, businesses or undertakings." They include:

- (1) Operations that are interprovincial or international in nature, such as: railway, ship, ferry, bus, trucking, telegraph, telephone, wire news service, pipeline, tunnel, bridge and canal;
- (2) Operations relating to inland and maritime navigation and shipping, such as: the operation of ships and transportation by ship anywhere in Canada, longshoring, stevedoring and other operations carried on for or in connection with navigation and shipping;
- (3) Aerodromes, aircraft and lines of air transportation;
- (4) Radio and television broadcasting stations;
- (5) Banks and banking;
- (6) Flour, feed, and seed cleaning mills, and feed warehouses, declared under the Canadian Wheat Board Act to be for the general advantage of Canada;
- (7) Grain elevators declared under the Canada Grain Act to be for the general advantage of Canada;
- (8) Uranium mines and other works undertaken for the production, use and application of atomic energy declared under the Atomic Energy Control Act to be for the general advantage of Canada;
- (9) Specific companies which are declared in their Acts of Incorporation or other Acts of Parliament to be for the general advantage of Canada or for the advantage of two or more provinces;
- (10) Certain Federal Crown corporations;
- (11) Operations outside the exclusive legislative authority of a province and all other operations within Federal legislative authority.

The Act forbids an employer to refuse to employ a person or discriminate against an employee because of his race, religion, colour or national origin. An employer is also forbidden to use an employment agency which practices such discrimination, or to publish employment advertising which is discriminatory, or to use discriminatory questions, written or oral, in connection with applications for employment.

The Act also forbids discriminatory action by trade unions in regard to union membership or employment on the grounds of race, religion, colour or national origin.

Any person making a complaint under the provisions of the Act, or giving evidence or assistance in proceedings under the Act, is protected from any retaliatory action that may be taken against him.

To Broaden Understanding

The Aims

This pamphlet is designed to assist interested individuals and organizations who might wish to avail themselves of the material which is available through the Department's educational program.

Since the passing of the Canada Fair Employment Practices Act in 1953, the Department of Labour has conducted a continually-expanding program of educational publicity to supplement the conciliation and enforcement provisions of the Act.

This program was originally conceived to assist in creating a beneficial effect on the attitudes of mind that give rise to acts of discrimination. In addition, it was felt that education would also tend to reduce the number of complaints and the problems of enforcement.

The Program

Each year, since the inception of the Act, the Department of Labour has made increasing use of specially-prepared material for dissemination by means of the printed and spoken word.

Through the Department's own "Canada at Work" radio program, which is carried weekly by some 80 independent radio stations, talks and plays on discrimination have been produced for the program's Canada-wide audience. While the actual number of listeners is not known, it can be conservatively estimated that, over the period of time involved, it has run into the millions.

These programs, which are capable of reaching the majority of Canadian homes through this network of independent stations, have resulted in large numbers of encouraging letters and requests for copies of the scripts which have been broadcast over the years.

In addition to the inclusion of such broadcasts within the normal program schedule, the Department devotes the entire month of February, each year, to a series of plays and talks aimed at focussing public attention on the provisions of the Canada Fair Employment Practices Act and the problems involving prejudice and discrimination.

These talks and plays, which are catalogued and described in this pamphlet, are all available either in script form or on tape recordings for the use of interested individuals or groups. In the past, certain organizations have used these scripts for the production, by their own members, of these plays. It has been found that by

this method there is generally a heightened interest in later discussions dealing with discrimination and prejudice.

Another phase of the Department's educational program has been the design and production of posters describing the provisions of the Act. These, in their hundreds, have been widely distributed.

One other method by which the Department outlines the Act's provisions is through the placing, each year, of advertisements in foreign language newspapers and trade union journals. By this means the members of all ethnic groups of Canada are given an understanding of their rights under the provisions of the Act. In addition, these advertisements also provide information on the Acts which have been passed in the human rights field by the provincial governments concerned.

A number of pamphlets, the titles of which are also listed herein, have been published by the Department and to meet the demand for these, several reprints have been necessary. Many thousands of these pamphlets have been distributed.

The power of the film as an educational medium has long been recognized by the Department and, in this regard, it has purchased, and released to interested groups, prints of a number of films dealing with various aspects of human rights. As with the publications and radio material already referred to earlier, the titles of these films are also listed in this pamphlet.

In addition to the films which it has purchased from sources outside of Canada, the Department engaged the National Film Board to produce a film entitled "A Day in the Night of Jonathan Mole." This film, which has since attracted considerable attention because of its hard-hitting treatment of the subject of racial discrimination and prejudice, has been shown throughout the length and breadth of Canada. During the past year it was seen by more than 62,000 people and, to date, it has been estimated that the total viewing audience has been around 100,000. This figure, however, does not include those who have seen the film in telecast form.

In conjunction with the film, a special broadcast has been prepared by the Department for its Canada at Work program. This broadcast—copies of the script of which are available—provides a general outline and description of the film. In addition, it furnishes actual comments from organizations and individuals on the merits of the film.

Through the co-operation of the Canadian Broadcasting Corporation, effective use has been made of television in promoting the Department's educational work

by means of specially prepared "clips" which have been shown extensively over the CBC network.

Of inestimable value to the Department's work in this educational area has been the independent production by both the CBC and private radio stations across the country of programs and plays depicting the evils of discrimination based on race, religion, national origin and colour.

The Legislation

While the enactment of the Canada Fair Employment Practices Act has unquestionably been a principal feature of our national anti-discrimination structure, its foundations have been further strengthened by important legislative action which has been taken at provincial government levels. During recent years there has been developing in Canada a growing volume of legislation which clearly indicates the public desire of equality of treatment for all people living in Canada.

The Province of Ontario, which pioneered the Canadian program, has its own Fair Employment Practices Act and Fair Accommodation Practices Act. Recent amendments to the latter Act have further broadened its application to cover the provision for fair housing in apartment houses and in multiple dwellings.

Other provinces which have also enacted anti-discrimination legislation include Nova Scotia, New Brunswick, Manitoba, Saskatchewan and British Columbia.

Again, at the Federal level, there are other anti-discrimination measures. One of these is the provision in the Unemployment Insurance Act which provides that it is the duty of the Unemployment Insurance Commission to ensure that there is no discrimination by the National Employment Service in referring workers to jobs.

Another Federal measure to safeguard against discrimination is an Order-in-Council which requires that a provision be inserted in all Federal Government construction and supplies contracts prohibiting discrimination in employment by the contractors, based on race, religion, colour or national origin.

Also, in August, 1960 the Parliament of Canada passed The Canadian Bill of Rights. This provides for the recognition and protection of human rights and fundamental freedoms without discrimination by reason of race, national origin, colour, religion or sex.

In November, 1960 the National Housing Loans Regulations were amended to prohibit discrimination in the administration of housing legislation against any persons by reason of race, colour, religion or national origin.

Publications

All of the publications listed in this section are available from the Department of Labour, Ottawa, unless otherwise noted.

* * *

Universal Declaration of Human Rights

(United Nations). Available from the Queen's Printer, Ottawa.

* * *

Canadian Labour in the Struggle Against Employment Discrimination

This pamphlet records the various efforts and accomplishments of the Canadian labour movement in opposing discrimination in employment.

* * *

Equality of Opportunity in Employment

A publication containing a series of radio talks by prominent Canadians on various aspects of racial and religious discrimination.

* * *

Human Rights in Canada

A reprint of a section of the Labour Gazette for November, 1958 which was prepared for the tenth anniversary of the Universal Declaration of Human Rights. It includes sub-sections dealing with legislation prohibiting discrimination in employment.

* * *

Legislation For Fair Employment Practices in Action

This is a summary of five sample cases which were processed under the Canada Fair Employment Practices Act. The cases illustrate the nature of complaints which are received and also show the method of investigation which followed.

* * *

Discrimination—Our Achilles Heel?

This booklet contains the text of a broadcast written by Mr. Stanley G. Grizzle, of Toronto, at the request of the Department of Labour. The writer is an

active and devoted worker in the cause of equal rights for people of all races, colours, and creeds. His message has a special significance in view of the fact that Mr. Grizzle himself is a Canadian Negro.

* * *

A Discussion Leader's Guide to "A Day in the Night of Jonathan Mole"

Available from the National Film Board and from the Department of Labour.

This is a discussion leader's guide to a film dealing with racial prejudice and discrimination. This film, produced for the Department of Labour by the National Film Board, is a thought-provoking production of a controversial nature. The Guide is an excellent aid in assisting discussion groups dealing with the subject matter of the film and its method of presentation.

* * *

Job Justice in Canada

A brochure directed particularly to the employer, it asks whether his personnel program allows for equal job opportunity regardless of race, religion, colour or national origin. It also contains questions which might help to assess his employment policy.

* * *

No Discrimination in Employment

This brochure describes the provisions of the Canada Fair Employment Practices Act.

* * *

Requests for information or advice concerning the Canada Fair Employment Practices Act or copies of the Act should be directed to:—

The Industrial Relations Branch,
Department of Labour,
Ottawa.

The Department of Labour Library also contains a comprehensive and up-to-date bibliography of books, articles and periodicals on human rights. The Department of Labour will willingly provide advice or information on this matter.

Radio Talks

The following is a list of talks on discrimination which were prepared especially for the Department of Labour's "Canada at Work" radio program. Copies of the scripts of these talks may be obtained by writing to:—

Information Branch,
Department of Labour,
Ottawa.

* * *

1. Discrimination and Democracy in Canada

*Ralph Allen,
Managing Editor,
Maclean's Magazine.*

The author looks at legislation and its effect on discrimination and prejudice, concluding that while the law is not a full substitute for sense and decency, it is often a useful partner.

* * *

2. Discrimination—What it Does to Man

*Dr. J. D. M. Griffin,
General Director,
Canadian Mental Health Association.*

An outline of how prejudices are acquired and how they can develop. The author shows how much of this kind of evil can be reduced by a realistic approach to the problem.

* * *

3. The Churches Look at Discrimination

*The Rev. Richard D. Jones,
National Director,
Canadian Council of Christians and Jews.*

An analysis of how different religious groups in Canada play an important part in the fight against discrimination, with references to the work being carried on by many organizations in the promotion of brotherhood.

* * *

4. Race, Ignorance and Discrimination

*Lister Sinclair,
Canadian Actor and Writer.*

A descriptive outline which shows that the kind of ignorance which breeds discrimination and prejudice is an ignorance of the heart, of the feeling. This is described by the writer as a type of short-sightedness in sympathy, a kind of emotional gap that prevents a man from reaching across to the habits and attitudes of groups of his fellow men.

* * *

5. Discrimination: What it Does to Trade Unions

*Claude Jodoin,
President,
Canadian Labour Congress.*

A description of how an educational program was developed within the trade union framework to protect victims of discrimination, and of how the Canada Fair Employment Practices Act is synonymous with equality of job opportunity.

* * *

6. Discrimination: What it Does to Business

*Roy Campbell,
Member of the National Advisory Council
on the Rehabilitation of Disabled Persons.*

An illustration of what racial discrimination and prejudice can mean to the Canadian economy in terms of dollars and cents. The writer contends that to be thorough in their efforts against discrimination, Canadians must marshal all arguments against it, the economic as well as the moral, the humanitarian and the psychological.

* * *

7. French Canada Looks at Discrimination

*Rev. Bernard Mailhot, O.P.,
Professor of Psychology,
University of Montreal.*

This talk deals with the subject of discrimination from the point of view of the French-Canadian. The writer deals with certain research projects undertaken by the Human Relations Research Centre, Montreal, which illustrate the trend of thought of quite a number of French-Canadians.

* * *

8. Discrimination and Canada's Future

*Gratien Gélinas,
Canadian Playwright and Author.*

The author looks at racial groups which with their own cultural and religious traditions, their human and professional qualities, have helped to build Canada into a great nation.

* * *

9. Discrimination: The Badge of Decadence

*Michael Rubinstein,
President,
Jewish Labour Committee of Canada.*

The writer provides a historical background of examples of the application of force, either through complete annihilation or expulsion, to minority groups.

* * *

10. Discrimination and Our Reputation Abroad

*Gérard Filion,
Publisher and Managing Editor,
Le Devoir, Montreal.*

The author cites some examples of racial discrimination which he encountered during his travels abroad, and also discusses some personal knowledge he has had of discriminatory practices in Canada.

* * *

11. The Spread of Enlightenment and the Growth of Democracy

*The Hon. Michael Starr,
Minister of Labour.*

An examination of the spread of enlightenment and the growth of democracy in the western world in relation to the present problem of prejudice and discrimination.

* * *

12. The Roots and Causes of Prejudice

*Professor Marcus Long,
Department of Philosophy,
University of Toronto.*

The author examines many historically-famous cases of discrimination down through the ages and points out some of the steps that may be taken to lessen the problem.

* * *

13. Fair Employment Practices—A Good Beginning

*Frank H. Hall,
Chairman of the Human Rights Committee
of the Canadian Labour Congress.*

An outline of some of the steps which have been taken in the union movement to oppose discrimination. The author also deals with some of the work undertaken by labour committees on human relations.

* * *

14. Is Fair Employment Good Business?

*Herbert H. Lank,
President,
Du Pont Company of Canada, Ltd.*

The theme of this talk is that fair employment is not only a moral obligation; it is good business sense. Today, says the writer, business is demolishing some long-established prejudices because it cannot spare any man or woman who is qualified to do a given job well.

* * *

15. Prejudice—A Spiritual Pestilence

*Rabbi Abraham L. Feinberg,
Holy Blossom Temple,
Toronto.*

The speaker makes the point that if we are to build a nation, a democratic commonwealth that will be enduring and unshakable, our first job is to eradicate the spiritual pestilence of religious and racial prejudice.

* * *

16. Discrimination—Our Achilles Heel?

*Stanley Grizzle,
Secretary-Treasurer,
Toronto Division,
Brotherhood of Sleeping Car Porters.*

An outline of legislation dealing with fair employment practices and an illustration of how anti-discrimination laws can be an effective educational force.

* * *

17. Canadian Legislation and Measures Prohibiting Discrimination in Employment

*G. R. Carroll,
Fair Employment Practices Division,
Department of Labour.*

A description of legislation used in Canada to prohibit discrimination and a look at the machinery for putting it into effect. Many phases of the work carried out in this field by the Department of Labour are also described.

* * *

In addition to their being presented as radio broadcasts, a number of these talks have also been printed in booklet form. Those numbered 1 to 10 formed part of a collection of talks which appear under the title "Do Unto Others."

The Talks numbered 11 to 15, inclusive, are available in printed form under the title "Equality of Opportunity in Employment."

Radio Plays

In addition to the radio talks which have been heard on the Department's "Canada at Work" program, a number of plays dealing with discrimination practices have also been prepared and broadcast. The plays, with a brief description of each, are listed hereunder:

Change of Heart

A young Negro girl discovers that her colour is no barrier against getting a job when a company president clears up some wrong impressions within his firm.

* * *

Final Decision

A Canadian-Chinese engineer helps a firm discover that its insistence on hiring only Anglo-Saxon staff is bad policy and bad business.

* * *

A Small Beginning

An Italian family moves into a new sub-division and previously-hostile neighbours discover that everyone has a part in building a good community.

* * *

Try, Try Again

A personnel manager helps a Negro book-keeper find a job and, at the same time, alter company policy which discriminates against the non-white.

* * *

Trial of Joe Crosby

A father appears in the "court of conscience" to answer charges of contributing to the cultivation of racial prejudice in the mind of his son.

* * *

No Better and no Worse

A member of a minority group in a community gives a valuable lesson in human understanding to her neighbours.

* * *

A Matter of Progress

An employer finds some tangible and intangible rewards when he widens his hiring practice to include a Negro salesman in his staff.

Films

It is suggested that enquires concerning the following films may be directed to any of the following sources:—community or provincial film libraries; the regional offices of the National Film Board; the Canadian Film Institute, 1762 Carling Avenue, Ottawa, or to the Information Branch, Department of Labour, Ottawa. All of the films are in 16 mm. form.

* * *

A Day in the Night of Jonathan Mole

Running time: 33 mins. (B & W)

Produced by: National Film Board.

Created within the realm of phantasy, the film centres around the appearance in court of three men who belong to minority groups in a mythical country where the law restricts the better kind of jobs to people of so-called “pure” stock . . . the native-born, white Christians. Jonathan Mole, a bitter and biased Canadian, dreams one night that he is the presiding judge at the trial in which the three men appear.

* * *

Chuck Hansen—One Guy!

Running time: 33 mins. (Colour)

Produced by: the National Conference of Christians and Jews.

Traces conditions which brought about colour differences in primitive man and shows how modern science refutes and disproves false ideas supporting prejudice.

* * *

For Fair Play

Running time: 30 mins. (B & W)

Produced by: Pennsylvania Fair Employment Practice Commission.

A white worker's sympathy for a harassed Negro machinist, who cannot find work because of racial prejudice, helps liberalize a plant's hiring policies. The film graphically illustrates how even one man can achieve a great deal when armed with zeal and courage.

* * *

The High Wall

Running time: 33 mins. (B & W)

Produced by: Anti-Defamation League of B'nai B'rith.

This film, a case study of a young bigot, explores the psychological roots of prejudice. It makes the point that prejudice is a communicable disease passed on from generation to generation and that the infection feeds on fear, ignorance and frustration.

* * *

The New Girl

Running time: 28 mins. (B & W)

Produced by: On film, Inc.

While the setting of this film is in the United States of America, it depicts a situation that will interest Canadian audiences who are concerned with discrimination. It tells the story of a young Negro stenographer who is the first of her race to be hired by a large firm. The reactions of the other stenographers and co-workers, and the nervous strain experienced by the Negro girl, are realistically portrayed.

* * *

Picture in Your Mind

Running time: 16 mins. (Colour)

Produced by: International Film Foundation.

A study of how false stereotypes set up barriers among people. The film urges everyone to make certain that mental pictures of "the other fellow" are based on fact.

* * *

Rumor

Running time: 7 mins. (B & W)

Produced by: Center for Mass Communication and Anti-Defamation League of B'nai B'rith.

Cartoonist Robert Osborn traces development of a rumour into a savage, death-dealing riot. The film is a most useful medium for launching discussion on the prevention of rumours.

* * *

Burden of Truth

Running time: 106 mins. (B & W)

Produced by: United Steelworkers of America.

A young Negro couple meet at college and are determined to win a good life for themselves. The film is a thoughtful and realistic study of the tensions and deprivations confronting the American Negro who demands more than an inferior role.

* * *

Dresden Story

Running time: 30 mins. (B & W)

Produced by: National Film Board of Canada.

A colour problem which arose in Dresden, Ont., is the theme of this film

which was produced for the NFB's "On the Spot" television series. After a round-up of opinions of individual citizens, both white and Negro, the commentator joins two discussion panels, each presenting, respectively the "white" and the "coloured" viewpoint.

* * *

Fires of Envy

Running time: 30 mins. (B & W)

Produced by: National Film Board.

A dramatization of Canadian author W. O. Mitchell's penetrating story about the racial prejudice encountered by a Polish immigrant farmer in a rural Saskatchewan community. The film employs the events of a farming community to lay bare some universal truths about the unthinking discrimination practised against a man who is different from his English-speaking fellow-farmers.

* * *

Commencement

Running time: 20 mins. (B & W)

Produced by: President's Committee on Gov't. Contracts (U.S.A.).

A young executive realizes that without his personal attention, the democratic principles of fair play with which he is in accord, are not honoured by his own plant in hiring and upgrading personnel.

